

**The Commonwealth of Massachusetts
Commission Against Discrimination
One Ashburton Place, Boston, MA 02108
Phone: (617) 994-6000 Fax: (617) 994-6024**

MCAD DOCKET NUMBER: 18BEM02289
FILING DATE: 08/16/18

EEOC/HUD CHARGE NUMBER:
VIOLATION DATE: 08/03/18

Name of Aggrieved Person or Organization:

Lawrence Trapasso
4 Lawton Street
Worcester, MA 01604
Primary Phone: (508)654-9991 ext. _____

Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:

Floors and Kitchen Today
Attn: Human Resources
470 Southbridge Street
Auburn, MA 01501
Primary Phone: (508)762-1680 ext. _____

No. of Employees: 20 +

Work Location: Auburn, MA

Cause of Discrimination based on:
Criminal Record

The particulars are:

I, Lawrence Trapasso, the Complainant believe that I was discriminated against by Floors and Kitchen Today, on the basis of Arrest Record. This is in violation of M.G.L. 151B Section 4 Paragraphs 9, 9 ½.

1. I have a criminal record.
2. On July 7, 2018, I interviewed for a Sales position at Floors and Kitchen Today. The owner of Floors and Kitchen Today is Vincent Virga. During the interview, I informed Mr. Virga that I had some trouble in the past. He told me not to worry about it. At the end of the interview, Mr. Virga offered me a position, and he stated that it was a pleasure to have me. I gave Mr. Virga my resume and gave notice that I was leaving my previous employment. I never completed an employment application prior to being hired.
3. My first day of work with Floors and Kitchen Today was July 16, 2018. I worked at Respondent's Seekonk location. My first week of employment went very well.
4. At the end of my second week of employment, Mr. Virga informed me that he was going to place me on the floor. On July 28, 2018, I made my first sale.
5. On July 29, 2018, Mr. Virga called me and stated that he googled my name and found that I have a criminal record. He stated that he has to let me go. I told him that I cannot believe he was doing this because I had previously told him about my past. I told him that I had a great job for five years. Also, I told him that I have an employment contract so he cannot let me go. He stated that he needs to speak with his attorney.
6. On July 30, 2018, Mr. Virga called me and told me to come into the office in order to fill out an employment application. Mr. Virga told me that I was going to be moved to the Auburn location.
7. On July 31, 2018, I started working at the Auburn location. While in the office, I saw that my employment application and license were still on the desk and had not moved. Later that same day, Mr. Virga informed me that my CORI came back and it was fine.
8. On August 3, 2018, Mr. Virga terminated my employment because he stated that I was too slow on the computer. My employment has never been terminated previously.

9. On multiple occasions since being terminated, I have asked for a copy of my employment contract from Tara Kwiatkowski in Human Resources. Respondent never provided me with a copy of my employment contract.

Based on the foregoing, I believe that I have been discriminated against based on my criminal record.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.


(Signature of Complainant)

8-16-18